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#### Contract Database Metadata Elements

Title: **Miller Place Union Free School District and Miller Place Union Free School District Operations Unit, CSEA, Local 1000, AFSCME, AFL-CIO, Suffolk County Educational Local 870 (2005)**

Employer Name: **Miller Place Union Free School District**

Union: **Miller Place Union Free School District Operations Unit, CSEA, AFSCME, AFL-CIO**

Local: **Suffolk County Educational Local 870, 1000**

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CUS/5626

# AGREEMENT

RECEIVED  
NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD

JAN 16 2009

ADMINISTRATIVE

by and between the  
**BOARD OF EDUCATION**

of the  
**MILLER PLACE UNION FREE  
SCHOOL DISTRICT**

and  
**CSEA, Local 1000 AFSCME,  
AFL-CIO**



Miller Place UFSD Operations Unit  
Suffolk County Educational Local 870

**July 1, 2005 - June 30, 2010**



**MILLER PLACE UNION FREE SCHOOL DISTRICT  
OPERATIONS UNIT  
C.S.E.A. INC., LOCAL 1000 AFSCME, AFL-CIO**

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**2005-2010 AGREEMENT**

**-Between-**

**THE BOARD OF EDUCATION OF THE MILLER PLACE UNION FREE  
SCHOOL DISTRICT  
(herein called "District")**

**-and-**

**THE MILLER PLACE UFSD OPERATIONS UNIT, C.S.E.A. INC., LOCAL 1000,  
AFSCME, AFL-CIO  
(herein referred to as the "Unit")  
For July 1, 2005 through June 30, 2010**

**Section 204-A Taylor Law Revision: "It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation by amendment of law or providing the additional funds therefore, shall not become effective until the appropriate legislative body has given approval."**

**I. GRIEVANCE PROCEDURE**

**A grievance shall be defined as any violation, misinterpretation, or misapplication of the provisions of the agreement. Any grievance must be presented within thirty (30) days of the claimed violation, misinterpretation, or misapplication of the terms of the contract which is the subject of the grievance, or within thirty (30) days after the grievant knew or should have known of the facts and circumstances constituting the grievance. Any grievance not filed within the aforementioned time period shall be deemed waived.**

- 1. Unit employees shall have the right to discuss with the building principal and/or supervisor any grievance.**
- 2. If unit employees believe that their grievance has not been adequately dealt with by the building principal and/or supervisor for unit employees, or by the Assistant Superintendent for Business, they may request a meeting with the Superintendent or his designee. At this meeting, the unit employee may be represented by no more than two (2) other persons besides the grievant. The failure of the grievant to request in writing that the grievance proceed to the Superintendent's level of this procedure,**

within ten (10) work days of receipt of the principal's and/or supervisor's decision, shall be deemed the grievant's acceptance of the principal's and/or supervisor's decision and a waiver of the right to proceed to any other level.

3. If the grievance has not been settled to the satisfaction of the unit employee after Step 2 above, the employee may petition the District in writing for binding arbitration. A request to proceed to arbitration must be received by Central Office within ten (10) days after receipt of the Superintendent's decision at Step 2. A failure of the employee to insure that a request for arbitration is received by Central Administration within the aforementioned time periods will be deemed as acceptance by the employee of the Superintendent's decision and shall constitute a waiver of the grievant's right to proceed to arbitration.
4. Arbitration shall be the last step of the grievance procedure. The parties select an arbitrator through the American Arbitration Association (AAA). The voluntary labor arbitration rules of the AAA shall apply to the selection of arbitrators and to the proceeding in so far as they relate to hearings, fees, and expenses. The arbitrator's fee and expenses will be shared equally by the parties.
5. Where groups of unit employees feel they have a grievance, they will follow the same procedures as outlined for an individual.

## **II. DISCIPLINE AND DISCHARGE**

All bargaining unit employees in the noncompetitive and labor class who have been employed by the District prior to July 1, 1995 shall be entitled to the protection provided in Section 75 of the Civil Service Law of the State of New York upon completion of 36 months of continuous employment by the District; all bargaining unit employees in the noncompetitive and labor class hired by the District subsequent to June 30, 1995 shall be entitled to the protection provided in Section 75 of the Civil Service Law of the State of New York upon completion of the time waiting period as set forth in the statute.

## **III. PROMOTIONS**

- A. In the event a promotion to a higher position for which there is an existing salary schedule, the employee will be placed on the same step of the salary schedule for the new title. When promotions are made to positions for which there is no existing schedule, the promoted employee shall be placed on the new schedule on a step providing a minimum of a ten (10%) percent salary increase.

- B. In the event of the necessity of demotion at any time during the probationary period, the salary shall revert to the salary earned by the employee before accepting the promotion.**

**IV. WORKING HOURS, WORK RULES, AND CALENDAR**

**A. Work Week**

Work week shall consist of five eight-hour days for full time unit employees. When an unit employee is called into work by the building principal and/or supervisor for an emergency, and if the hours to be worked in the emergency situation are not contiguous to regular working hours, the unit worker shall be guaranteed three (3) hours' time at the pay rate of time and one-half.

The lunch period shall be thirty (30) minutes and is included in the eight hour day.

When an employee leaves the building at any time, including lunch, he/she will punch out on a time card machine provided by the District, and punch back in when he/she returns.

**B. Work Rules**

Work rules shall be applied uniformly throughout the District and C.S.E.A. shall be advised of any new changes in policy or work rules prior to implementation. Each employee shall receive a copy of the school policy which pertains to the Operations Unit. Each employee shall be given a copy of their civil service job description.

**C. Holidays**

Full-time bargaining unit employees shall be allowed fifteen (15) paid holidays, effective with the 1997-98 school year, provided that Martin Luther King Day is not one of those holidays (because it falls in the snow season), and further provided that one of those fifteen (15) holidays is a "floating" holiday to be arranged by the mutual consent between C.S.E.A. and the District, subject to the following: the "floating" holiday may not be taken on a day when the students report to school, and no more than 1/3 of the Unit may select the same day, to be selected by the same order of preference used by the Unit members to determine vacations.



**D. Work Year and Annual Leave**

- 1. The work year shall commence July 1, and shall end June 30. Employees who begin work after July 1 shall be entitled to a prorated annual leave the following year.**
- 2. Full-time unit employees shall be entitled to two (2) weeks' annual leave during the first through fifth year of employment; a three-week (3) annual leave from the sixth through the ninth year; thereafter four (4) weeks' annual leave.**
- 3. An unit employee shall be able to take days off (annual leave) at any time during the year, from one (1) day to fifteen (15) days at a time, upon recommendation of the Director of Facilities and approval of the Superintendent. Requests for annual leave should be made known to the Director of Facilities on or before June 1 for the next school year in order to insure that most requests for annual leave can be scheduled and honored.**

**E. Telephones**

**A telephone will be available in each building for incoming and outgoing calls. Evening and night shifts will be provided with one beeper per building.**

**V. PHYSICAL EXAMINATIONS**

- A. Unit employees shall have regular physical checkups upon beginning in the District and every two (2) year(s) thereafter. The Board reserves the right to require additional physical and mental examinations at the Board's expense when deemed necessary by the Board of Education.**
- B. Upon request of a family physician or the school physician, the requirement of a chest X-ray may be waived.**
- C. All school bus drivers must have a physical each year, by law.**
- D. If requested by the unit employee, the District shall provide full-time unit members with Hepatitis B and Tetanus inoculations. Furthermore, inoculation for Lymes Disease shall be provided by the District to full-time groundskeepers only. The frequency of such inoculations shall be as determined by the District's physician. The aforementioned inoculations shall be provided by the District only upon the request of such unit employees and only if deemed appropriate by the District's physician.**

## **VI. LEAVES OF ABSENCE**

### **A. Sick Leave**

1. Unit employees shall be allowed one (1) sick leave day per month. During a full-time employee's first year of employment, the employee shall be credited with one (1) sick day per month; in the event that during a full-time employees' first year, he or she uses a number of sick days more than those already earned, up to a maximum number of sick days used which equal the maximum he or she can earn during the first year of employment, the employee's salary will not be docked for such time, provided that at the end of the first year, the employee has not used more sick days than the total number of sick days earned during the first year. Sick leave shall be cumulative up to one hundred eighty (180) days of verified illness. In cases of illness involving more than the leave specified, the difference between the unit employees regular salary and the substitutes regular salary may be paid to the unit employee for the balance of the school year. Full-time employees may request payment for a maximum of two (2) days of accumulated unused sick days per employee per year at the discretion of Administration, but only if the employee makes such request on or before June 1<sup>st</sup> of each school year. Such requests may be granted only if the employee has used no sick days during the entire school year during which the request for payment is made. The Superintendent and the President of the Association shall meet to review utilization of this benefit on an individual basis.
2. Upon retirement, as accepted and approved by the New York State Retirement System, an unit employee may use two (2) days of accumulated sick leave for one (1) day of leave with full pay up to a maximum of ninety (90) school days. For all employees employed subsequent to June 30, 1995, the maximum number of sick days which may be accumulated shall be sixty (60), in exchange for a maximum of thirty (30) days' pay at a rate of two for one.
3. Beginning July 1, 2004, the calculation of sick and personal days for part time unit members shall be as follows:

<u>Hours and Days Worker Per Year</u>	<u>Sick</u>	<u>Personal</u>
3.5 Hours/5 days	12	2
5.0 Hours/5Days	12	2
8.0 Hours/2Days	4	2
9.0 Hours/2Days	5	2

**B. Personal Business**

1. An unit employee may be allowed four (4) days per year, effective with the 1996-97 school year, for reasons of personal business. All requests for personal business days must be submitted to the Superintendent, in writing, for approval three (3) days prior to the leave, whenever possible. Personal business days may not be taken contiguous to vacation periods or holidays. The following are examples of items that may be used for personal days: (a) legal; (b) family; (c) financial; and (d) illness in the household. The requirement for prior notice shall be waived for "illness in the household."
2. Unused personal days shall be applied to accumulated sick leave each year.

**C. Death Leave**

Leaves of up to five (5) days may be granted by the Superintendent for a death occurring in the unit employee's immediate family. "Immediate family" shall include the unit employees' mother, father, grandmother, grandfather, aunts, uncles, the unit employee's children, brothers and sisters, spouse, spouse's father and mother, and those persons permanently residing in the same household as the unit employee at the time of their death. These shall not be charged to personal days and do not need prior approval. Bereavement leave provisions apply to both full-time and permanent part-time unit employees.

**D. Jury Duty**

Unit employees shall receive full pay for time they are required to serve on jury duty when it is impossible to schedule such duty on non-school days. They shall return to the District any pay received for such duty except travel expenses which shall not be returned. Whenever possible, an unit employee shall schedule jury duty on other than work days. The provision for jury duty applies equally to both full-time and permanent part-time workers.

**E. Leaves for Other Reasons**

1. Leaves of absence for any other reason shall be deemed special cases and shall be acted upon by the Board of Education after due investigation and consideration.

2. Unit employees shall not continue to accrue vacation, sick and/or personal leave time, or seniority while on an approved leave of absence unless such accrual is mandated by law.

## **VII. SALARY SCHEDULE**

- A. Those employees working the 11:00 p.m. to 7:00 a.m. shift are not entitled to the night differential for their shift. Therefore, employees working the 11:00 p.m. to 7:00 a.m. shift will receive only the 15% differential in this provision for these hours.
- B. A night differential of seventy-five (.75) cents per hour shall be paid to a unit employee for hours worked after 3 pm up to 7 am.
- C. All pay raises shall be effective July 1 of each year. If an employee was hired prior to January 2 of any given year, the employee shall move up a step on July 1. If an employee was hired on or after January 1 of any given year, the employee will not advance one step on July 1.
- D. Bus drivers shall be considered full-time, ten-month (10 month) employees. Their salary shall be determined by proration of salary schedule based on hours worked for ten (10) months of the year.
- E. Those employees who work the 3 pm to 11 pm shift will keep their night differential when sick, on vacation, and on holidays.
- F.
  1. Salary increases shall be in accordance with the attached salary schedules which are part of this negotiated contract.
  2. Part time unit employees shall receive a flat dollar hourly increase as follows:

7/1/05	\$1.25
7/1/06	.60
7/1/07	.62
7/1/08	.65
7/1/09	.65
  3. The School District may not hire a new full time unit employee on the same step or higher as current employee in same title except at step 1.
  4. The part-time hourly rate for regularly appointed permanent part-time unit employees shall be at least \$0.50 greater than the hourly

rate of substitutes.

The minimum starting hourly rate for a part-time unit employee will be as follows:

7/1/05	\$10.00
7/1/06	\$10.60
7/1/07	\$11.05
7/1/08	\$11.70
7/1/09	\$12.35

5. Effective July 1, 2005, at the discretion of Central Administration, unit members' pay may be processed by direct deposit as administered and supervised by Central Administration.

**G. Longevity Payments**

After 10 years of full-time service	-	\$500
After 10 years of part-time service	-	\$250
After 15 years of full-time service	-	\$ 800
After 15 years of part time service	-	\$ 400
After 20 years of full time service	-	\$1100
After 20 years of part-time service	-	\$ 500

**H. Overtime**

Overtime, when authorized in writing by the Building Principal, Immediate Supervisor, Assistant Superintendent for Business, or Superintendent, shall be paid on a time-and-one-half basis for Saturdays and weekdays, and double time for Sundays and holidays, for hours worked beyond forty (40) hours. Overtime must be offered to unit employees (first full-time, then part-time unit employees) before a substitute can be offered to work.

If an unit employee is called in by the District to shovel snow outside of his/her normal shift, he/she shall be paid at the rate of time-and-one-half.

Overtime shall be rotated according to building seniority and equalized as close as possible. Refusals shall count as time worked.

Overtime must be offered to unit employees before a substitute can work beyond forty (40) hours in any week.

**I. Use of Personal Car**

When an unit employee volunteers the use of his/her personal vehicle for school business he/she is to be paid at the rate set for all District employees by the Board of Education. Compensation will be paid quarterly during the year after the employee has submitted a detailed list concerning the use of his /her personal car. The school district will be responsible for insuring the employee and his/her vehicle while said vehicle is being used for official school business to the degree that the employee's own insurance does not provide coverage.

**J. NYS Employees' Retirement System:**

The District shall continue its practice of providing the retirement benefit contained in Section 41J of the New York State Retirement and Social Security Law pertaining to credit for accumulated/unused leave time as specifically delineated in such statute, for retirements accepted by the New York State Retirement System.

**K. Out-of-Title Work**

An unit employee who works in a higher paid title shall be compensated at the rate for such title from the sixth (6) day of such out-of-title work in any year.

**VIII. INSURANCE-RETIREMENT-ANNUITIES****A. Health Insurance**

Effective July 1, 1997, this contribution for all unit employees hired as of July 1, 1995 and thereafter shall be increased to 10% of the cost of the premium for both individual and family coverage. For purposes of this provision, part-time employees of the District prior to July 1, 1995 converting to full-time employment after June 30, 1995 shall not be deemed to be new employees, and employees of the District prior to July 1, 1995 who are not participants in the health insurance plan and who first become participants of the plan subsequent to June 30, 1995 shall not be deemed to be new employees.

Employees whose spouses have the Family Empire Core Plus Enhancements Plan coverage equal to or better than that provided by the School District shall not be entitled to Family Empire Core Plus Enhancements health coverage provided by the District unless such District health insurance is needed to provide coverage for dependents not covered by a spouse's plan or if maintenance of such plan is required

to comply with a court order, separation agreement, or judgment predating July 1, 1991.

Such employee shall elect one of the following options:

1. \$1,000 in lieu of family coverage, paid annually, or
2. individual coverage paid by the District.

With respect to employees whose spouse is employed by the District, the employees will have the option of which employee will maintain the District's family plan. The other employee may choose between the options noted above or both may choose individual coverage to be paid for by the District

Should an employee thereafter become no longer covered by his/her spouse's said coverage, or is about to retire from the District, he/she shall be eligible for immediate reinstatement, at District expense, to the coverage of the District's Family Empire Core Plus Enhancements Program if the employee has dependents, or to the District's Individual Plan if no dependents.

The District and the Union strongly recommend that the employee contact the District's health insurance officer as soon the employee contemplates retirement.

The language in this section of the agreement shall be modified to reflect any changes in health insurance coverage from the Family Empire Core Plus Enhancements to another family plan if that occurs. However, this does not mean that there shall be no dual family coverage. The paragraph shall read exactly as paragraph one does above. For example: spouse has Family Choice Care, District changes to Family Choice Care. Family Choice Care would be substituted in paragraph two wherever Family Empire Core Plus Enhancements is now stated. If the District stays with Family Empire Core Plus Enhancements and spouse has Family Choice Care, employee does not lose Family Empire Core Plus Enhancements coverage. If an employee's spouse is self-insured, there will be no loss of family benefits.

The District shall have the right to switch health insurance carriers, providing however, that the benefits received by the bargaining unit members are equal to or greater than those provided by the then current Statewide Family Empire Core Plan Plus Enhancements or its replacement.

Upon receiving notice from the District of a contemplated change in health insurance carriers, the bargaining unit shall have sixty (60) days

within which to study the proposed benefits and ascertain whether it believes such benefits to be equal to or greater than the then current health benefits. If the CSEA believes that the proposed carrier offers benefits that are not equal to or greater than the current health benefits, the bargaining unit shall within the aforementioned sixty (60) day period be entitled to file a written demand upon the District for expedited binding arbitration which shall determine whether or not the proposed health insurance carrier offers benefits equal to or greater than those provided by the then current Statewide Empire Core Plan Plus Enhancements or its replacement. A failure of the bargaining unit to file a demand for expedited binding arbitration shall be deemed a waiver of its right to demand same, in which case the District shall be entitled to change health insurance carriers as proposed and such carrier shall be deemed to provide benefits which are equal to or greater than those provided by the then current Statewide Empire Core Plan Plus Enhancements. The District shall not be entitled to switch health insurance carriers until aforesaid sixty (60) day period has expired without a demand for expedited binding arbitration, or until an arbitrator has issued an award where a timely demand for arbitration is made.

**B. New York State Employees Retirement System**

Membership in the New York State Employees Retirement System will be paid in full for all eligible employees by the Board of Education, as provided by law. Permanent part-time employees are eligible to be placed in the Retirement System. Upon request, immediate application will be made by the District within five (5) working days. The plan in effect is 75-i.

**C. Death Benefit**

The Guaranteed Death Benefit (Section 60B) will be offered employees who are members of the New York State Employees Retirement System, if available, pursuant to current law.

**D. Tax-Sheltered Annuities**

The Board of Education will give every employee the opportunity to purchase a tax-sheltered annuity.

**E. Disability Insurance**

The District shall provide a disability insurance policy for full-time unit employees. For full-time unit employees the policy will pay up to sixty



percent (60%) of the normal gross monthly salary; elimination period shall be ninety (90) calendar days; benefits shall be paid up to five (5) years for illness and up to age 65 for injury.

For permanent part-time unit employees, the District will provide a disability policy. The policy will pay up to fifty (50%) percent of average monthly wage; elimination period shall be sixty (60) days; benefits shall be paid up to two (2) years for illness and up to two (2) years for injury.

**F. Life Insurance**

The District will provide, at its own expense, a \$10,000 life insurance policy for eligible unit employees.

**IX. VACANCIES**

The President of the Operations Unit C.S.E.A. Unit shall be notified by the Superintendent or his designee about vacancies at the time applications are being sought for open positions. Present employees of the District shall be considered in the filling of such new positions or vacancies.

Any new position or vacancy, shall be posted in all buildings for a minimum of seven (7) calendar days exclusive of Federal holidays.

Where the Superintendent judges the qualifications of employee applicants to be equal, seniority will then be the basis for selection between any employee applicants for any new or vacant positions. The District agrees to notify the Unit President of the name of the person so appointed to such vacancy or new position simultaneously with the assignment of the employee.

**X. UNIFORMS**

Effective July 1, 2005, the Board of Education will provide full-time unit members with the equivalent of five (5) sets of uniforms per year; and the equivalent of three (3) sets of uniforms per year for part-time unit members. The District will not provide footwear to unit employees. The color, style, type and other specifications of such uniforms shall be determined by Administration in its discretion. Unit employees are required to wear the aforementioned uniforms at all times while at work. In addition to the aforementioned uniforms, groundskeepers and the security guards, who work outdoors on a regular basis for the District, shall be provided with foul weather gear in a quantity, type, color, style and specification as determined by Administration. Replacement of such outdoor wear shall be within Administration's discretion on an as needed basis.

**XI. LETTER OF EVALUATION**

Each unit employee within the negotiating unit will receive an annual letter of evaluation from his/her immediate superior. Copies of the letter of evaluation are to be distributed to the employee and the Assistant Superintendent for Business and Director of Facilities. The letter of evaluation should include, but not be limited to a report on attendance, performance of duties, application of skills, notation of exceptional achievement, a description of responsibilities, and areas in need of improvement. Employees shall be permitted to respond in writing to the aforementioned evaluations provided such responses are filed with the supervisor conducting such evaluation within five (5) days after the employee's receipt of evaluation. Copies of the aforementioned letters of evaluation shall be filed in each unit member's District personnel file.

**XII. SENIORITY CLAUSE**

Districtwide seniority shall be based upon date of employment in the District for permanent full-time unit employees and will apply in cases of transfers, layoff, recalls up to one year and vacations. Building seniority shall be based upon length of service in a particular building and will be used in cases of scheduling annual leave. District seniority for permanent part-time unit employees will be based on total worked within two thousand-eighty (2,080) hours constituting one year of service.

**XIII. RECOGNITION CLAUSE**

The Board of Education of the Miller Place Union Free School District recognizes the Miller Place Union Free School District Operations Unit, CSEA, Inc., Local 1000, AFSCME, AFL-CIO as the sole and exclusive representative of the head custodians, custodians, maintenance mechanics, groundskeepers, senior custodians, guards, messengers and bus drivers who are not managerial/confidential, for the purposes of collective negotiations and processing of grievances for the maximum time period permitted under the Taylor Law.

**XIV. DUES**

The Board shall deduct from the wages of the unit employees and remit to C.S.E.A., Inc., regular membership dues for those employees who sign authorization permitting such payroll deductions.

**XV. DENTAL PLAN**

In the event the Miller Place Teachers' Association opts for a dental plan, unit employees will be given an opportunity to join the plan at their own expense provided insurance carrier permits.

**XVI. AGENCY SHOP FEE**

Pursuant to the passage of legislation enabling the implementation of Agency Shop Fee, the Board does hereby agree that no later than fifteen (15) days after the effective date of this Agreement or fifteen (15) days after the date of employment, whichever is later, each employee will pay to the collective bargaining agent each month a service charge toward the administration of this Agreement and the representation of such employee: provided, however, that each employee will have available membership in the Unit on the same terms and conditions as are available to every other member of the C.S.E.A. The service charge shall be an amount equal to the collective bargaining agent's regular fee, and monthly fees for each month thereafter in an amount equal to the regular and usual monthly fees. The Board shall deduct such fee in the same manner the membership dues are deducted.

The Association shall supply the Board with a list of names of nonmembers at least fifteen (15) days prior to the deduction of any Agency fee.

**XVII. ARTICLE OF RATIFICATION**

This Agreement is for the term of five (5) years, beginning July 1, 2005 and ending June 30, 2010. The parties agree that all foreseeable negotiable items have been discussed and, therefore, agree that negotiations shall not be reopened until January 1, 2010. The only reasons for the reopening of negotiations, would be any fringe benefit which the Operations Unit currently does not receive, and which is granted to the professional staff, or other employees of the District during the life of this agreement, is negotiable item and will be negotiated for during the life of this agreement.

The foregoing Agreement, made by and between the Miller Place UFSD Operations Unit, Local 1000, C.S.E.A. Inc., AFSCME, AFL-CIO and the Superintendent of Schools of said District, was approved and accepted.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals  
this \_\_\_\_\_ day of \_\_\_\_\_, 2005.

**BOARD OF EDUCATION OF THE MILLER PLACE UNION FREE  
SCHOOL DISTRICT**

DATED: 12-8-05 BY: Claire Mangelli  
Claire Mangelli, President  
Board of Education

DATED: 12-14-05 BY: Dr. Donald K. Carlisle  
Dr. Donald K. Carlisle  
Superintendent of Schools

**MILLER PLACE UNION FREE SCHOOL  
DISTRICT OPERATIONS UNIT, CSEA,  
Inc., LOCAL 1000, AFSCME, AFL-CIO**

DATED: 12/8/05 BY: Cory Breines  
Cory Breines, Operations Unit President

DATED: 12-7-05 BY: James Wall  
James Wall, LRS  
CSEA, Inc.

**Miller Place Union Free School District  
Miller Place, New York 11754**

**Salary Schedule  
Full Time Custodian I and Bus Driver\***

		3.00%	3.00%	3.00%	3.00%
Step	2005-06 Salary	2006-07 Salary	2007-08 Salary	2008-09 Salary	2009-10 Salary
1	28,956	29,825	30,719	31,641	32,590
2	32,903	33,890	34,907	35,954	37,033
3	33,545	34,551	35,588	36,656	37,755
4	34,200	35,226	36,283	37,371	38,492
5	34,868	35,914	36,991	38,101	39,244
6	35,551	36,618	37,716	38,848	40,013
7	36,247	37,334	38,454	39,608	40,796
8	36,957	38,066	39,208	40,384	41,595
9	37,679	38,809	39,974	41,173	42,408
10	38,417	39,570	40,757	41,979	43,239
11	39,171	40,346	41,557	42,803	44,087
12	39,939	41,137	42,371	43,642	44,952
13	40,723	41,945	43,203	44,499	45,834
14	41,521	42,767	44,050	45,371	46,732
15	42,336	43,606	44,914	46,262	47,650

\*Bus Drivers work ten (10) months and receive 10/12 of the salaries listed above.

**Miller Place Union Free School District  
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**Salary Schedule  
Full Time Head Custodian**

		3.00%	3.00%	3.00%	3.00%
Step	2005-06 Salary	2006-07 Salary	2007-08 Salary	2008-09 Salary	2009-10 Salary
1	38,553	39,710	40,901	42,128	43,392
2	43,410	44,712	46,054	47,435	48,856
3	44,259	45,587	46,954	48,363	49,814
4	45,128	46,482	47,876	49,313	50,792
5	46,014	47,394	48,816	50,281	51,789
6	46,918	48,326	49,775	51,269	52,807
7	47,839	49,274	50,752	52,275	53,843
8	48,778	50,241	51,749	53,301	54,900
9	49,736	51,228	52,765	54,348	55,978
10	50,715	52,236	53,804	55,418	57,080
11	51,714	53,265	54,863	56,509	58,205
12	52,729	54,311	55,940	57,618	59,347
13	53,767	55,380	57,041	58,753	60,515
14	54,826	56,471	58,165	59,910	61,707
15	55,904	57,581	59,309	61,088	62,920

**Miller Place Union Free School District  
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**Salary Schedule  
Full Time Custodian II, Grounds I,  
Maintenance I and Guard**

		3.00%	3.00%	3.00%	3.00%
Step	2005-06 Salary	2006-07 Salary	2007-08 Salary	2008-09 Salary	2009-10 Salary
1	32,002	32,962	33,951	34,969	36,019
2	36,183	37,268	38,387	39,538	40,724
3	36,891	37,998	39,138	40,312	41,521
4	37,614	38,742	39,905	41,102	42,335
5	38,350	39,501	40,686	41,906	43,163
6	39,102	40,275	41,483	42,728	44,010
7	39,869	41,065	42,297	43,566	44,873
8	40,650	41,870	43,126	44,419	45,752
9	41,448	42,691	43,972	45,291	46,650
10	42,261	43,529	44,835	46,180	47,565
11	43,092	44,385	45,716	47,088	48,500
12	43,937	45,255	46,613	48,011	49,451
13	44,801	46,145	47,529	48,955	50,424
14	45,682	47,052	48,464	49,918	51,415
15	46,578	47,975	49,415	50,897	52,424

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**Salary Schedule  
Maintenance II**

		3.00%	3.00%	3.00%	3.00%
<b>Step</b>	<b>2005-06 Salary</b>	<b>2006-07 Salary</b>	<b>2007-08 Salary</b>	<b>2008-09 Salary</b>	<b>2009-10 Salary</b>
1	35,048	36,099	37,182	38,298	39,447
2	39,464	40,648	41,867	43,123	44,417
3	40,236	41,443	42,686	43,967	45,286
4	41,025	42,256	43,523	44,829	46,174
5	41,831	43,086	44,379	45,710	47,081
6	42,653	43,933	45,251	46,608	48,006
7	43,490	44,795	46,139	47,523	48,948
8	44,344	45,674	47,045	48,456	49,910
9	45,215	46,571	47,969	49,408	50,890
10	46,104	47,487	48,912	50,379	51,890
11	47,012	48,422	49,875	51,371	52,912
12	47,936	49,374	50,855	52,381	53,952
13	48,879	50,345	51,856	53,411	55,014
14	49,841	51,336	52,876	54,463	56,096
15	50,821	52,346	53,916	55,533	57,199



**Miller Place Union Free School District  
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**Salary Schedule  
Full Time Grounds II and Maintenance III**

		3.00%	3.00%	3.00%	3.00%
Step	2005-06 Salary	2006-07 Salary	2007-08 Salary	2008-09 Salary	2009-10 Salary
1	38,553	39,710	40,901	42,128	43,392
2	43,410	44,712	46,054	47,435	48,858
3	44,259	45,587	46,954	48,363	49,814
4	45,128	46,482	47,876	49,313	50,792
5	46,014	47,394	48,816	50,281	51,789
6	46,918	48,326	49,775	51,269	52,807
7	47,839	49,274	50,752	52,275	53,843
8	48,778	50,241	51,749	53,301	54,900
9	49,736	51,228	52,765	54,348	55,978
10	50,715	52,236	53,804	55,418	57,080
11	51,714	53,265	54,863	56,509	58,205
12	52,729	54,311	55,940	57,618	59,347
13	53,767	55,380	57,041	58,753	60,515
14	54,826	56,471	58,165	59,910	61,707
15	55,904	57,581	59,309	61,088	62,920

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**Salary Schedule  
Full Time Maintenance IV**

		3.00%	3.00%	3.00%	3.00%
Step	2005-06 Salary	2006-07 Salary	2007-08 Salary	2008-09 Salary	2009-10 Salary
1	42,408	43,680	44,991	46,340	47,731
2	47,751	49,183	50,659	52,179	53,744
3	48,685	50,145	51,650	53,199	54,795
4	49,640	51,130	52,664	54,243	55,871
5	50,615	52,133	53,697	55,308	56,967
6	51,610	53,158	54,753	56,395	58,087
7	52,623	54,202	55,828	57,503	59,228
8	53,656	55,265	56,923	58,631	60,390
9	54,710	56,351	58,041	59,783	61,576
10	55,786	57,460	59,184	60,959	62,788
11	56,886	58,592	60,350	62,160	64,025
12	58,001	59,741	61,534	63,380	65,281
13	59,144	60,918	62,746	64,628	66,567
14	60,309	62,118	63,981	65,901	67,878
15	61,494	63,339	65,239	67,196	69,212

**Miller Place Union Free School District**  
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**Salary Schedule**  
**Full Time Maintenance V**

		3.00%	3.00%	3.00%	3.00%
Step	2005-06 Salary	2006-07 Salary	2007-08 Salary	2008-09 Salary	2009-10 Salary
1	46,649	48,048	49,490	50,975	52,504
2	52,526	54,102	55,725	57,397	59,118
3	53,553	55,160	56,814	58,519	60,274
4	54,604	56,242	57,929	59,667	61,457
5	55,676	57,346	59,067	60,839	62,664
6	56,770	58,473	60,227	62,034	63,895
7	57,885	59,622	61,410	63,253	65,150
8	59,021	60,792	62,615	64,494	66,429
9	60,180	61,985	63,845	65,760	67,733
10	31,365	32,306	33,275	34,273	35,302
11	62,574	64,451	66,385	68,376	70,428
12	63,802	65,716	67,688	69,718	71,810
13	65,058	67,010	69,020	71,091	73,223
14	66,340	68,330	70,380	72,492	74,666
15	67,643	69,672	71,762	73,915	76,133